

Company Commanders' Course: Instructors Guide

PURPOSE: Module 3 is designed to provide future commanders with a solid understanding of the divisions between the roles and responsibilities of the various types of leaders.

OVERVIEW: This module provides explanations and descriptions of what various leader types are trained, authorized, and capable of doing. Commissioned Officers, Warrant Officers, and Non-Commissioned Officers roles and authorities will be discussed. This will provide a basic understanding of these roles and responsibilities which will be expanded upon in Phase II.

COURSE TERMINAL LEARNING OBJECTIVE: To provide an effective, efficient and well-rounded training program to develop Company Commanders and Leaders of tomorrow by answering: What is Leadership? And this course will provide the necessary knowledge and skills to succeed, with a strong focus on Leadership.

MODULE ENABLING LEARNING OBJECTIVES:

Participants will understand the basic roles and responsibilities, and the divisions of authority for the three types of Officers in the VDF.

REFERENCE LIST:

FM 22-100, AUG99

FM 6-22, OCT2006

RESOURCE LIST:

Computer

Internet Access

Powerpoint, Adobe Acrobat, and Word

Phase II powerpoint presentation

Participant Guide (PG)

TIME ALLOCATED:

The suggested time plan for this module is 10 minutes. However, adjustments may be necessary based on student knowledge and experience.

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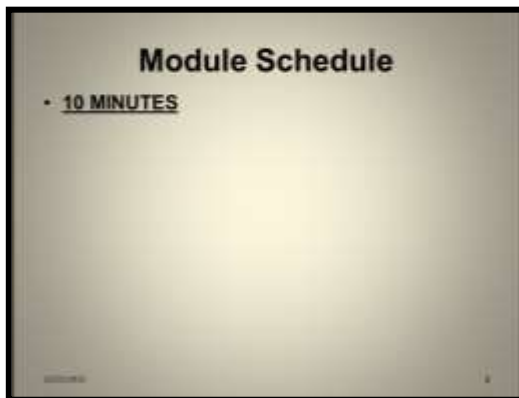


SLIDE 1

Each type of Officer / Leader has various roles and responsibilities. It is important for company commanders and leaders at all levels to understand where they fit in and how the other leaders (superior and subordinate) fit into the big picture.

NEXT

SLIDE 2



This Module will only last about 10 minutes.

NEXT

SLIDE 3



As you know, there are three Types or Levels of Leaders in the military:

Commissioned Officers, Warrant Officers, and Non-Commissioned Officers.

Each of these have certain roles, responsibilities, and authorities to ensure the organization as a whole is successful.

As a leader and commander, you must also understand how to leverage each for the good of the

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organization, unit, mission, and personnel because no individual leader can do it all and make a unit successful.

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| THE COMMISSIONED OFFICER <ul style="list-style-type: none">• Commands, establishes policy, and manages Army resources.• Integrates collective, leader, and soldier training to accomplish missions.• Deals primarily with units and unit operations.• Concentrates on unit effectiveness and readiness. |
| THE WARRANT OFFICER <ul style="list-style-type: none">• Provides quality advice, counsel, and solutions to support the command.• Executes policy and manages the Army's systems.• Commands special-purpose units and task-organized operational elements.• Focuses on collective, leader, and individual training.• Operates, maintains, administers, and manages the Army's equipment, support activities, and technical systems.• Concentrates on unit effectiveness and readiness. |
| THE NONCOMMISSIONED OFFICER <ul style="list-style-type: none">• Trains soldiers and conducts the daily business of the Army within established policy.• Focuses on individual soldier training.• Deals primarily with individual soldier training and team leading.• Ensures that subordinate teams, NCOs, and soldiers are prepared to function as effective unit and team members. |

When the VDF or military as a whole speaks of soldiers, it refers to commissioned officers, warrant officers, noncommissioned officers (NCOs), and enlisted personnel—both men and women. The terms commissioned officer and warrant officer are used when it is necessary to specifically address or refer to a particular group of officers. All VDF leaders share the same goal: to accomplish their organization's mission is achieved with success. The roles and responsibilities of VDF leaders—commissioned, warrant, and noncommissioned—overlap. This figure summarizes them (keep in mind, this is an Army graphic).

Now let's look at these various levels or types of leaders.

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SLIDE 4

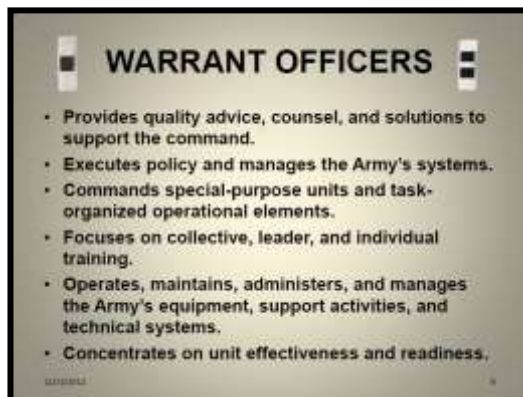


Commissioned officers are direct representatives of the President of the United States for federal forces, and the Governor of the Commonwealth for VDF and other DMA services when acting as a state military force/militia. Commissions are legal instruments the President and/or the Governor use to appoint and exercise direct control over qualified people to act as their legal agents and help them carry out their duties. The VDF retains this direct-agent relationship with the Governor through its commissioned officers. The commission serves as the basis for a commissioned officer's legal authority. Commissioned officers

command, establish policy, and manage VDF resources, and in some temporary circumstances, may manage National Guard resources, such as TacPaks, but only for the duration of a specifically assigned mission. They are normally generalists who assume progressively broader responsibilities over the course of a career.

NEXT

SLIDE 5



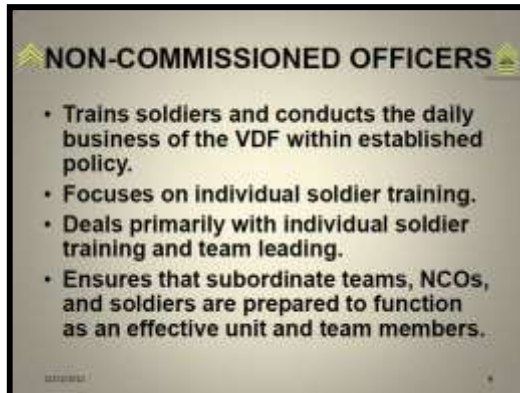
Warrant officers in the VDF are specialized, single-track specialty officers who receive their authority from the Governor, while federally appointed Warrant Officers receive their authority from the Secretary of the Army upon their initial appointment. However, Title 10 USC authorizes the commissioning of US Military warrant officers (WO1) upon promotion to chief warrant officer (CW2). These commissioned warrant officers are direct representatives of the President of the United States. They derive their authority from the same source as commissioned officers but remain specialists, in contrast to commissioned officers, who are generalists. Warrant

officers can and do command detachments, units, activities, and vessels as well as lead, coach, train, and counsel subordinates. As leaders and technical experts, they provide valuable skills, guidance, and expertise to commanders and organizations in their particular field. Within the VDF, Warrant Officers are not commissioned but, may under special circumstances, be selected for direct commission to the ranks of commissioned officers.

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SLIDE 6



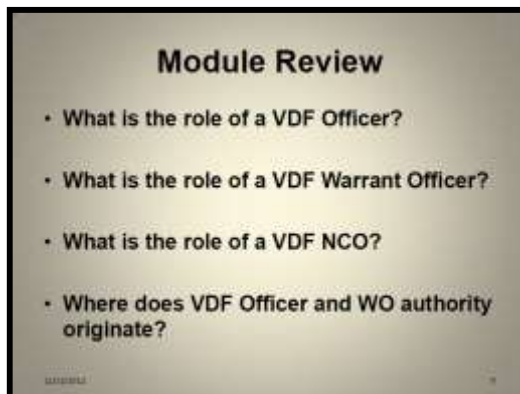
NCOs, the backbone of the VDF and military as a whole, train, lead, and take care of enlisted soldiers. They receive their authority from their oaths of office, law, rank structure, traditions, and regulations. This authority allows them to direct soldiers, take actions required to accomplish the mission, and enforce good order and discipline. NCOs represent officer leaders. They ensure their subordinates, along with their personal equipment, are prepared to function as an effective unit and as team members. While commissioned officers command, establish policy, and manage resources, NCOs conduct the VDF's daily business.

The complementary relationship and mutual respect between the military member leaders of the VDF is a long-standing tradition since the VDF's beginning in 1917 under the designation, Virginia State Volunteers. Taken in combination, traditions, functions, and laws serve to delineate the particular duties of military members of the VDF.

Now its time for a quick review.

NEXT

SLIDE 7



- What is the role of a VDF Officer?

Creates policy, Integrates training to accomplish missions, Commands and leads units, focuses on unit readiness and effectiveness.

- What is the role of a VDF Warrant Officer?

Provides advice to support commands; Executes policy and manages systems; Focuses on training; Operates and maintains equipment, support activities, and systems.

- What is the role of a VDF NCO?

Leads individual soldier training; Leads small units; Ensure that subordinate functions as a team and unit; Leads daily unit activities.

- Where does VDF Officer and WO authority originate?

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All Officers', Commissioned and Warrant, authority originates with the Governor.

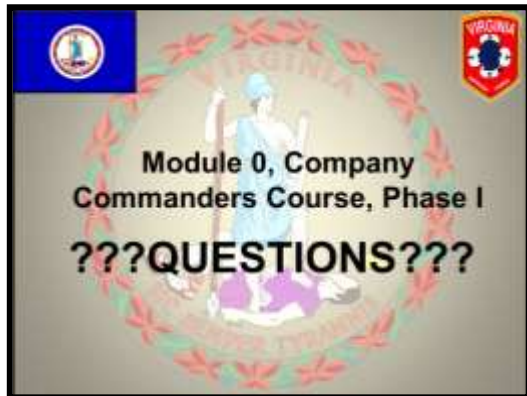
It is the Commander's job to make sure that each type of Officer stays in their lanes unless special circumstances dictate otherwise, such as a WO taking a unit command, or an NCO filling a primary staff position, etc. and to utilize the strengths, focuses, and abilities of each type of leader under their command to create, sustain and improve unit readiness, operations, and mission accomplishment!

The following are excellent items to keep in mind and to instill in your subordinates:

USMC Code: Unit Corp, God Country; and adage: Mission First, People Always!

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SLIDE 8



Should you have any questions about this module, it is suggested that you discuss this information with your chain of command, and members of the various ranks.

If you still have questions or concerns, feel free to send an email to WO1 Kitzmiller at D_Kitzmiller@msn.com. If he cannot answer a specific question or address a concern, Mr. Kitzmiller will utilize the DIV Staff and will get an answer back to you as soon as possible.

Now you are ready to move on to Module 2.